

The NorthState Public Employee

Affiliated with Public Employees Union, Local 1
Serving BCEA Members in Butte County

LOCAL 1

Volume 19, Issue 2

February 2008

Sick Leave Use or Abuse

by Rudy Jenkins

This time of year during the cold and flu season, the Union receives many calls from members asking, "What are their rights in the use of the sick leave provisions in the MOU?" The MOU allows every County employee to accrue one day of sick leave for every month of service and can be accumulated indefinitely. There are also provisions upon retirement for the use of your sick leave accruals for additional service time credit with PERS or to purchase medical insurance for you and your spouse.

The biggest question the Union receives is, "Can my supervisor request me to call them directly and keep calling in until I get a hold of them?" The answer is "no." The MOU specifically states *"in order to receive sick leave compensation while absent, the employee shall notify the appointing authority or designated repre-*

sentative prior to or within four (4) hours after the time set for the beginning of the employee's work shift." This means your supervisor can specify the person to whom you need to notify but you only need to call in **once** (emphasis added) within the specified window period to this person.

Another big question that members call in about is, "Can my supervisor ask why I am sick or ask what my doctor's appointment is about?" Again the answer an emphatic "NO." This information is protected by HIPPA regulations and your supervisor, their supervisor or your department head has no right to that information.

The last big question is, "Can my supervisor ask for a doctors note?" This question is not such an easy answer. The MOU states:

11.05 Medical Reports

In cases involving absences of three (3) consecutive work days or more, the employee shall, upon request, file a physician's certificate with the appointing authority stating the absence was medically necessary and the employee's physical ability to return to work on a full or limited duty basis. In general, the employer shall notify employees at the time they are reporting their absence due to illness that a doctor's certificate will be required. Exceptions can be made in cases of suspected sick leave abuse.

In general your supervisor should not ask for a note if you are out for two or three days for a cold or the flu unless you have

been counseled for sick leave abuse. If your Supervisor demands that you bring a doctor's note, you should contact the Union so that we can assess the situation and advise you properly. Common sense (which is sometimes in short supply in Butte County) by your supervisor should dictate that a note is not required for a simple cold or flu.

Again if you feel your supervisor is out of line with their request with regards to your right of using sick leave, please contact the Union or your Shop Steward immediately to ensure this right is administered fairly.

Tri Care Grievance Filed

by Rudy Jenkins

BCEA has filed a grievance against the County for its refusal to pay the cash back to employees who currently have TRI Care as their primary health insurance. We are currently awaiting for the County to set a meeting date with BCEA. If you are an affected person, please contact BCEA at 533-8003 or bcea-gcea@onemain.com so we can keep you abreast of the progress regarding this grievance.

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Congratulations!!
Carole Kloss was awarded
BCEA Life-time Honorary
membership.

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BCEA DIRECTORY

2210 5th Avenue
Oroville, CA 95965

Phone: (530) 533-8003 or (800) 991-2232

Fax: (530) 533-7983

E-mail: bcea-gcea@onemain.com

Website: www.bcealocal1.org

8:00 a.m. - 1:00 p.m. & 1:30 p.m.- 4:30 p.m.

Staff

Executive Director	Rudy Jenkins
Office Manager	Eloise Herman

BCEA Officers and Directors

Jennifer Honea, President	538-7322
Tiffany Gerbing, Vice President	538-6466
Jim Pulling, Secretary	538-7350
Fran Harding, Treasurer	538-7129
Gary Jenkins, Director	538-7606
Michael Lucas, Director	538-7407
Leslie Roberts, Director	538-7282
Pat Stevens, Director	538-6222
Thil Wilcox, Director	538-7791

BCEA Stewards

Doug Arnold, Public Works	538-7266
Carrie Erickson, Chico Public Hlth.	879-7408
Stephanie Eveatt, Child Sup. Ser.	538-4317
Christine Foreman, Chico DESS	879-3479
Gregory 'Randy' Frieze, Probation	538-7265
Tiffany Gerbing, Public Hlth.	538-6466
Gerry Grandstaff, Chico Assessor	891-2934
Bill Grogan, Facilities Ser.	538-7408
Fran Harding, Child Sup. Ser.	538-7129
Rick Haynes, Behavioral Hlth.	538-7950
Jennifer Honea, Sheriff	538-7322
Gary Jenkins, Public Works	538-7606
Jesse Magana, Chico Public Works	891-2769
Michael Lucas, Facilities	538-7407
Jim Pulling, Secretary	538-7350
Les Rodrigues, Behavioral Hlth.	538-2158
Pat Stevens, Public Hlth.	538-6222
Mark Wietersen, Neal Rd. Landfill	345-2326
Thil Wilcox, Child Sup. Ser.	538-7791

Welcome New BCEA Members



<i>Sabrina Bateman</i>	<i>Behavioral Health</i>
<i>Susan Briggs</i>	<i>Treasurer/Tax Coll.</i>
<i>Stephen Forsen</i>	<i>Facilities</i>
<i>Karen Irving</i>	<i>Public Health</i>
<i>Annie Liu</i>	<i>Clerk-Recorder</i>
<i>Suzannah Morlos</i>	<i>Behavioral Health</i>
<i>Scott Proctor</i>	<i>Public Works</i>
<i>Annie Theveos</i>	<i>Probation</i>

Complementary Notary Services provided by Eloise between the hours of 8:00 a.m. - 4:00 p.m. Monday through Friday. Please call for an appointment at 533-8003.

**BCEA Members in Need of
Catastrophic Leave Donations at this time:**

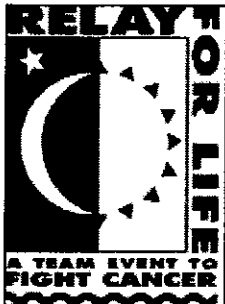
Name	Department
Fred Dixon	Public Health
Raeshell Forrester	Auditor
Louise Jamel	Child Support Svcs.
Rosemary Mueck	Administration
Maria Sorenson	Child Support Svcs.

To donate vacation or compensatory time, complete the Catastrophic Leave Donation forms available from the BCEA office, our Directors, Stewards, Site Reps or website.

www.bcealocal1.org

Coming Soon . . . Shop Steward Training

BCEA, Local 1 is looking for ambitious leaders. This is your chance! We are currently recruiting for an upcoming two day training to be held in early March 2008. Contact the BCEA, Local 1 office and get on the list.



**Relay for Life 2008 - Team BC
Fight Back against Cancer!**
by Susie Rees

This year's 24 Hour Relay for Life for the American Cancer Society will be taking place the weekend of April 26-27 at Pleasant Valley High School in Chico. Last year was a huge success with Team BC (Administration), DESS,

Public Health and Cal Fire/Butte Fire coming together to raise over \$15,000.00 to fight the war on cancer.

This year, Team BC is being captained by Stephanie Brown and Susie Rees from the Treasurer/Tax Collector's Office. These energetic event planners have been meeting regularly with team members to develop a fun-filled program to educate the community about nutrition, physical fitness and cancer prevention. The Treasurer-Tax Collector's Office has had staff involved in Relay for Life for the past three years and is very excited to see this year's event getting under way. Team BC has increased the fundraising goal by 10% and needs your help to accomplish this task.

Why a 24 hour relay? The answer is simple: cancer never sleeps. This annual event is a major fundraiser for the American Cancer Society and its success is based on the participation of many energetic, committed volunteers. It requires people to participate as well as to sponsor participants with monetary donations and all Butte County employees are encouraged to get involved one way or another.

The platform for Team BC this year is Nutrition, Physical Activity and Cancer and there will a number of events offered to encourage adults and kids alike to get healthy. Some of these will help raise additional funds for the Cancer Society. Everyone who participates will have a chance to win some wonderful prizes.

Relay for Life is a fun, family friendly event and we are encouraging everyone to participate by coming out to Pleasant Valley High, April 26-27 to support all the Butte County Teams. If you are interested in joining a team or would like to sponsor a participant, please feel free to contact Susie Rees at 538-7445 or Stephanie Brown at 538-6462 for more information. Remember...there's no finish line until we find a cure.



BCEA Scholarships

Graduating Seniors
please apply on line at
www.bcealocal1.org or
call the office for an application.

Who's eligible? Children, grandchildren or legal wards of our member's family who are pursuing secondary education. How much free money? The actual amount of the award depends on the availability of funds and the number of entrants.

**Applicants must have their paperwork into the BCEA,
Local 1 office by Friday, April 4, 2008.**

**doing it for
THE COMMUNITY
Volunteers Needed!**

The BCEA will be scheduling the next roadside clean up on Nelson road in Oroville tentatively on Saturday, March 15th at 9 am to 11:30 am with weather permitting. If you are interested in participating, please contact the BCEA office. Complimentary meal served afterwards.



WE'LL PAY YOUR SALES TAX!

You work hard enough for Uncle Sam,
allow us to thank you by paying your sales tax.

Any service work you have done at Hobbie Auto Center, large or small, you won't pay any sales tax. Simply bring Your employment credentials, work badge, pay stubs, etc. to your next service appointment.

To better serve you, please call
(530) 533-4626
to make an appointment.
Shuttle service available
in the Oroville area.



Service Hours: 7:00 am—6:00 pm
1250 Oro Dam Blvd. • Oroville

Discount given to equal to sales tax.
Offer ends April 30, 2008.

VIEWS FROM YOUR PRESIDENT
by BCEA President Jennifer Honea



Happy 2008 to everyone and welcome to election time. This year California will have three elections instead of two. The Presidential primary election was moved to an earlier date, which is separating all of the other primary elections. This will be a very interesting and important election year for several reasons: a new president of the United States will be elected. On the local level, three of the Board of Supervisor positions are up for reelection. The State of California is facing a looming budget deficit along with the possible effect the state budget will have on county government. Also, BCEA will be entering contract negotiations this summer. With so much potential change on the horizon, it will be an interesting year and I encourage everyone to take this opportunity to do your part by exercising your right to vote.

IMPORTANT ELECTION DATES:

- February 5, 2008, Presidential Primary Election
- June 3, 2008, Statewide Primary Election
- November 4, 2008, General Election

How are we doing?

Return your postcard questionnaire and let us know how we can better serve you.

Amusement park discount tickets will be available for 2008 sometime in March. We will keep you posted.



We LOVE our Shop Stewards!

Thank you Shop Stewards for your participation in the Leadership Training on Monday, January 28, 2008. We appreciate your dedication to excellence and the ideals you uphold. We couldn't do, what we do, without you. You are so valued.

Thanks again!



February 2008

DATE	DETAILS
Tuesday, February 19, 2008 5034 Blum Road Martinez, CA	7:30 pm PELU Board of Directors Meeting All Members Welcome!
Tuesday, February 26, 2008 Mountain Mike's Pizza 1105 W. 5th St. & Walnut, Chico, CA	5:30 pm BCEA Board of Directors Meeting All Members Welcome!